

KANE COUNTY SCHOOL DISTRICT

PERFORMANCE-BASED COMPENSATION PLAN

2008-2009

PARTICIPATION & ELIGIBILITY:

Kane County School District has chosen to Participate in the Performance Base Compensation Program recently released from the Utah State Office of Education. Participation in the program is optional for all certified personnel. Names of participating teachers will be submitted to the building administrator by September 1 on the attached submission form. In order to meet the criteria set by the Utah State Office of Education and to equalize the Performance Based Compensation for each participating school, funds will be disbursed among participating teachers who meet the:

High Performance Criteria Elements

- *Impact on Student Learning Gains*
- *Good Teaching Practices*
- *Parent Satisfaction **Surveys***
- *Student Satisfaction Surveys*

All certified employees who are not in formal probation and/or warning status will be eligible to participate in the Performance Based Compensation Program. Employees who are placed on probation or who receive a formal warning in relation to a job-related incident during the school year shall not be eligible to participate.

IMPACT ON STUDENT LEARNING GAINS

High School:

Using the Criterion Referenced Test or at least four areas of evidence determined by the content area teacher **as a guide**, individual teachers will determine goals for growth. A description of the goal, of how student performance will be measured, & the expected results shall be submitted to the building administrator by October 1, 2008. Performance Indicators will be directly related to the job assignment of each applying employee and will be approved by the building administrator. At least one of the performance indicators for classroom teachers shall be directly tied to student achievement and is to be in an area of academic need as identified by the prior year assessment.

Elementary:

Performance Based Pay for all elementary teachers will be based on student achievement in Reading. Each teacher will acknowledge their choice to participate using the DIBELS test as an indicator to show student achievement. 90% of students in each classroom must show growth from Fall Benchmark to Spring Benchmark **in order to meet the High Performance criteria**.

GOOD TEACHING PRACTICES:

In order to objectively judge good teaching practices, Kane County School District will continue to use the JPAS evaluation process. Through observation, teachers will be assessed in the five domains of managing the classroom, delivering instruction, interacting with students, planning, professional growth and responsibilities. Teachers must meet the standard on the most recent evaluation in all areas in order to qualify as a high

performing teacher. Teachers who have not met standard have the option of requesting a second evaluation.

PARENT & STUDENT SATISFACTION:

Evidence shows a strong connection between parent and family involvement and satisfaction in schools and children's academic achievement, attendance, attitude, and continued education. The Kane County School District understands that all stake holders play a role in cultivating positive relationships and a sense of safety and trust. In order to show evidence of positive and productive working relationships among students, teachers, and parents a yearly survey will be distributed to parents and students. Parent surveys will be conducted by the school administration. In order to meet the Parent & Student Satisfaction criteria at least 70% of the parent surveys will show a rating of 3 or higher on a scale of 1-4. Student surveys will be administered at each site. Teachers must receive an average of 70% approval rating from students.

Application Form

PERFORMANCE-BASED COMPENSATION PROGRAM

Employee Name: _____ Date: _____

Job Assignment _____

Immediate Supervisor: _____

I hereby apply to participate in the Kane County School District Performance-Based Compensation Program for the '08-'09 school year. I understand that this is a one-year program and that my performance will be evaluated by my immediate supervisor based on four performance indicators. I further understand that the amount of the performance-based compensation will depend on:

- the number of employees participating and successfully meeting the performance standards

- My full-time equivalence of employment

- the amount of funding allocated to the School District

Signature: _____ Date: _____